

2021 HOUSE COMPENSATION & DIVERSITY STUDY

Job Characteristics

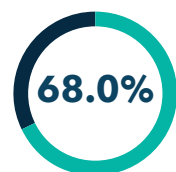
52.5%

The 2021 House Compensation and Diversity Study was administered to 10,995 House staffers; more than half (5,777) responded to this survey.

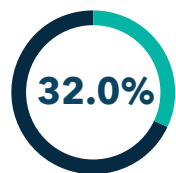


HOUSE STAFF JOB CHARACTERISTICS

Duty Station



of staffers work in Washington, D.C. offices.



of staffers work in District offices.

Job Tenure

On average, House staffers have been working...

3.0 years in their **current position**.

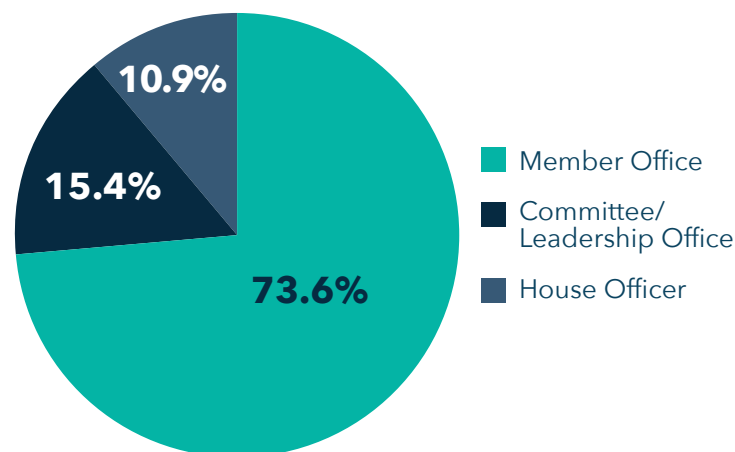
6.2 years since their hire date at **the House**.

5.6 years on **the Hill**.

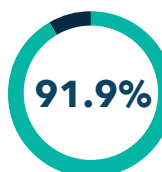
6.0 years for the **Federal government**.

Office Type

Staffer representation by Office Type



Work Hours



of House staffers work full-time (i.e., 40+ hours/week).

48.4 is the average number of hours per week full-time staffers work.

2021 HOUSE DEMOGRAPHICS & COMPENSATION STUDY

Job Characteristics



HIRING AND PROMOTION FACTORS

Job Tenure

On average, House staffers **received their last promotion 3.0 years ago**.

Experience

Prior to starting their current job, House staffers primarily had experience **in the House (55.8%), on a Campaign (36.3%), in State Government (17.5%), in Business (17.5%), or in the Senate (15.4%)**.

First Connection with Current Office

The top three ways House staffers first connected with their current office are through a **Hill Contact, an Internship, or a Professional Contact/Friend**.



DATA INSIGHTS

Based on staffers who participated in this survey:

- There were **no differences found in perceptions** of job satisfaction, intent to turnover, office inclusivity, and leadership valuing diversity based on gender, race, ethnicity, faith, sexual orientation, disability status, childhood caregiver education, or caregiving responsibilities.
- Older staffers are less likely to look for a job elsewhere.
- Staffers are more satisfied with their job and less likely to turnover when they are more satisfied with their salary and benefits, experience an inclusive climate, perceive that leadership values diversity, work fewer hours per week, and have more flexible work arrangements (especially telework and compressed work week).



JOB PERCEPTIONS

Job Satisfaction

75.6% of staffers who participated in this survey **are satisfied with their jobs**.

Turnover Intentions

42.2% of staffers who participated in this survey have **seriously considered looking for employment elsewhere**.

